



Refuge staff benefits

Pay	Our pay framework is designed to attract and retain the most talented and dedicated people. The framework is reviewed on an annual basis to ensure that salaries remain affordable and competitive. Incremental progression within job grades takes place on 1 July each year subject to your start date and performance.
Annual leave	We have a generous annual leave entitlement of 28 days rising to 30 days after 5 years' service. Our annual leave operates between 1 April and 31 March.
Pension scheme	Refuge operates a qualifying pension scheme, The Peoples Pension which gives you flexibility in managing your pension fund.
Learning and Development	We're committed to developing your skills and expertise. We know that learning and the development of our staff is a key component of our success. All employees are encouraged to develop and we offer a range of opportunities for learning. This includes the opportunity to obtain nationally recognised qualifications together with a comprehensive programme of development which links to the way in which we work and the services that we provide.
Childcare vouchers	We offer a Childcare Vouchers scheme which can bring significant tax and National Insurance savings to working parents.
Support and Advice service	Refuge employees have access to an employee assistance programme 24 hours a day. The programme provides free confidential advice and support to help on a range of work and personal issues. They also provide access to online health information and advice. The service is provided by an independent health and wellbeing provider.
Sick leave	Refuge offers enhanced sick pay which increases with length of service.
Death in Service Scheme	Death in service cover of four times salary for all employees on commencement of employment.
Eye care scheme	Refuge allocates £69.99 per person each year towards eye care costs.
Enhanced Maternity, Adoption, Parental, Paternity Leave	Employees receive an enhanced package during maternity, adoption, parental paternity leave subject to eligibility criteria.